

IN THE CIRCUIT COURT FOR ANDERSON COUNTY, TENNESSEE

PHYLLIS CONNATSER and  
MIKE CONNATSER,

Plaintiffs,

v.

No.: *B3LAD088*

UT-BATTELLE, LLC, and  
DEBBIE OTTAWAY,

Defendants.

**COMPLAINT**

Come the plaintiffs, Phyllis Connatser and husband Mike Connatser, through counsel and sue the defendants UT-Battelle, LLC ("Battelle") and Debbie Ottaway ("Ottaway"), pursuant to Title VII of the Civil Rights Act of 1964 ("Title VII") and the Americans with Disabilities Act ("ADA"). Plaintiffs would show the Court the following:


1. The plaintiffs are husband and wife and citizens and residents of Blount County, Tennessee.
2. The defendant is a Tennessee Limited Liability Company formed in Tennessee on May 5, 1999. Its agent for service of process is Nicole Porter, General Counsel, 1 Bethel Valley Road, Oak Ridge, Tennessee 37830-8050.
3. Plaintiff Phyllis Connatser was initially employed by Battelle on May 22, 1995, as a Summer Intern Student and later hired as an accountant.
4. Her status as an employee in good standing continued until in 2010 one Debbie Ottaway was made her supervisor. Almost immediately, Mrs. Connatser was singled out due to her country accent and manner of dress. Ms. Ottaway subjected Ms. Connatser derogatory comments and unfair treatment.

Exhibit A  
to  
Notice of Removal  
*Connatser, et al v.*  
*UT-Battelle, et al*

5. Plaintiff Phyllis Connatser is disabled within the meaning of the ADA.
6. Plaintiff Phyllis Connatser was terminated from her employment at Battelle on June 14, 2012. The reason given for her termination was insubordination as well as poor performance.
7. Plaintiff Phyllis Connatser pursued her claim of discrimination with the U.S. Equal Employment Opportunity Commission and was given permission to sue the defendants by April 17, 2013.
8. Plaintiffs claim that Phyllis Connatser's termination was discriminatory and in violation of Title VII and the ADA.

Premises considered, plaintiffs demand judgment and damages against the defendants pursuant to and as provided by the provisions of Title VII and the ADA.

PHYLLIS CONNATSER and  
MIKE CONNATSER



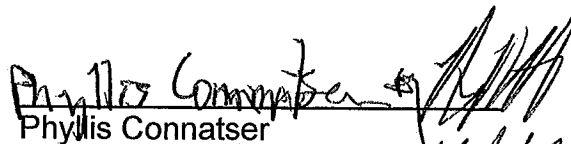
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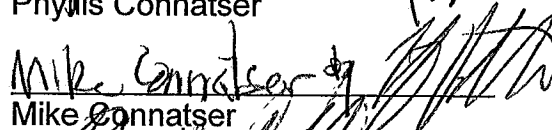
Peter D. Van de Vate, BPR# 13078  
Attorney for Plaintiffs  
P.O. Box 30201  
Knoxville, TN 37930-0201  
865-539-9684

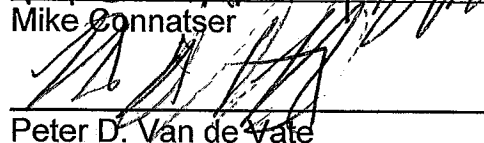
## COST BOND

The undersigned acknowledge themselves as sureties in this cause for all costs and taxes in this cause in accordance with Tennessee Code Annotated Section 20-12-120.

This the 15<sup>th</sup> day of April 2013.

  
Phyllis Connatser

  
Mike Connatser

  
Peter D. Van de Vate

**IN THE CIRCUIT FOR BLOUNT COUNTY, TENNESSEE**

PHYLLIS CONNATSER and  
MIKE CONNATSER,

Plaintiffs,

v.

Docket No.: *B3LA0088*

UT-BATTELLE, LLC, and  
DEBBIE OTTAWAY,

Defendants.

**SUMMONS**

SERVE: **DEBBIE OTTAWAY**  
**C/O Nicole Porter**  
**1 Bethel valley road**  
**Oak Ridge, Tennessee 37830-8050**

---

TO THE ABOVE NAMED DEFENDANT:

You are hereby summoned and required within thirty (30) days after service of this summons upon you, exclusive of the day of service, to appear and make defense in this Court to the complaint which is herewith served upon you. If you fail to do so, judgment by default will be taken against you for the relief demanded in the complaint.

Within that time you are also required to serve a copy of your pleadings upon:

Peter D. Van de Vate, Plaintiff's attorney, whose address is P.O. Box 30201, Knoxville, Tennessee 37930-0201.

The person having this summons for service will return the same to this office within thirty (30) days after its issuance with written report of the manner of service or

reason for failure to service thereon.

WITNESS H. Tyler Mayes, Clerk, Clerk of said Court at office this  
15 day of April 2013.

H. Tyler Mayes, Clerk CLERK

BY Setty B. Taylor D.C.

Received this \_\_\_\_ day of \_\_\_\_ 2013. \_\_\_\_ D. SHERIFF.

### RETURN OF SERVICE OF SUMMONS

I hereby certify and return, that on the \_\_\_\_ day of \_\_\_\_ 2010, I served this  
summons together with the complaint herein as follows:

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APR 15 2013

PHYLLIS CONNATSER and  
MIKE CONNATSER,

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v.

Docket No.: B3LA0088✓

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**SUMMONS**

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**Oak Ridge, Tennessee 37830-8050**

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*address is in Roane Co.*



reason for failure to service thereon.

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H. Tyler Mayes, Clerk CLERK

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Docket No.: B3LA0088 ✓

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SUMMONS

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*address is in Roane Co.*

*J. Monahan*  
*4-16-13*

reason for failure to service thereon.

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# CIVIL CASE COVER SHEET

\*\*\*\*\*ORIGINAL/REOPENED FILING\*\*\*\*\*

1. Location Code 1  
 2. Court ☒ Circuit Civil ☐ Chancery ☐ Probate  
 3. Docket No. B32A0058  
 4. Filing Date 4-15-13  
 5. Plaintiffs

*Phyllis Conratter*  
*Mike Conratter*

Defendants

*UT-Battelle, LLC*  
*Debbie Ottaway*

Attorneys (Firm name, Address, and Telephone Number)

Attorneys (if known)

*Peter D. Van de Vate*

6. General Sessions Appeal (check box if case is appealed or transferred from general sessions court) ☐ Yes

7. Original Filing Type of Suit

## General Civil

- ☐ 451 Medical Malpractice  
☐ 461 Contract/Debt  
☐ 462 Specific Performance  
☒ 471 Other Damages/Torts  
☐ 481 Real Estate Matter  
☐ 491 Workers Compensation  
☐ 501 Probate  
☐ 511 Juvenile Court Appeal  
☐ 513 Appeal from Admin. Hearing  
☐ 571 Conservatorship  
☐ 572 Guardianship  
☐ 573 Trust  
☒ 581 Miscellaneous General Civil

## Domestic Relations

- ☐ 361 Paternity  
☐ 362 Legitimation  
☐ 363 Adoption  
☐ 364 Surrender  
☐ 371 Divorce with minor children  
☐ 372 Divorce without minor children  
☐ 381 Order of Protection  
☐ 383 Residential Parenting/no Child Support  
☐ 384 Residential Parenting/Child Support  
☐ 385 Child Support  
☐ 387 Wage Assignment Hearing  
☐ 391 Interstate Support - Incoming  
☐ 392 Interstate Support - Outgoing  
☐ 401 Other Domestic Relations

## Other

- ☐ 541 Judicial Hospitalization  
☐ 382 Contempt

## Reopened Filing Type of Suit

### Petition for

- ☐ 381 Order of Protection  
☐ 382 Contempt  
☐ 383 Residential Parenting/no Child Support  
☐ 384 Residential Parenting/Child Support  
☐ 385 Child Support  
☐ 387 Wage Assignment Hearing

- ☐ 501 Probate  
☐ 541 Judicial Hospitalization  
☐ 571 Conservatorship  
☐ 572 Guardianship  
☐ 573 Trust  
☐ 551 Other

## DISPOSITION INFORMATION

8. Disposition Date \_\_\_\_\_

9. Manner of Disposition

- ☐ 1 Withdrawn  
☐ 2 Compromise/settlement-no court hearing  
☐ 3 Court approved settlement  
☐ 4 Uncontested/Default  
☐ 5 Transferred

- ☐ 6 Dismissal  
☐ 7 Trial-Non-jury  
☐ 8 Trial-Jury  
☐ 9 Other

Disposition involved Alternative Dispute Resolution ☐ Yes ☐ No

10. Judge \_\_\_\_\_

11. If the case is a 451 or 471 typesuit, were money damages awarded? ☐ Yes ☐ No If yes, amount \$ \_\_\_\_\_

12. If the case is a 451 or 471 typesuit and involves an additur or remittitur is it an: ☐ Additur, amount \$ \_\_\_\_\_

or ☐ Remittitur, amount \$ \_\_\_\_\_

IN THE CIRCUIT FOR BLOUNT COUNTY, TENNESSEE

PHYLLIS CONNATSER and  
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v.

UT-BATTELLE, LLC, and  
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Docket No.: *B3LA0088*

Defendants.

**SUMMONS**

SERVE: **UT-BATTELLE, LLC  
C/O Nicole Porter  
1 Bethel valley road  
Oak Ridge, Tennessee 37830-8050**

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Peter D. Van de Vate, Plaintiff's attorney, whose address is P.O. Box 30201, Knoxville, Tennessee 37930-0201.

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15 day of April 2013.

H. Tyler Mayes, Clerk CLERK  
BY Letty L. Taylor D.C.

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PHYLLIS CONNATSER and  
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Defendants.

COPY

Docket No.: B3LA0088

**SUMMONS**

SERVE: **DEBBIE OTTAWAY**  
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Anderson  
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**ALIAS SUMMONS**

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H. Tyler Mayes, Clerk CLERK

BY Betty Taylor D.C.

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2013 APR 15 P 1:28

FILED

**COMPLAINT**

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1. The plaintiffs are husband and wife and citizens and residents of Blount County, Tennessee.
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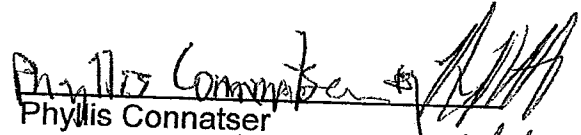
A handwritten signature in black ink, appearing to read "Peter D. Van de Vate", is written over a horizontal line.

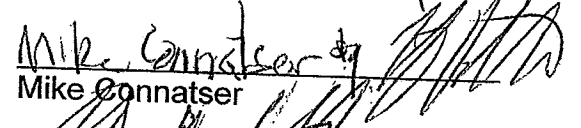
Peter D. Van de Vate, BPR# 13078  
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## COST BOND

The undersigned acknowledge themselves as sureties in this cause for all costs and taxes in this cause in accordance with Tennessee Code Annotated Section 20-12-120.

This the 15<sup>th</sup> day of April 2013.

  
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Peter D. Van de Vate, Plaintiff's attorney, whose address is P.O. Box 30201, Knoxville, Tennessee 37930-0201.

The person having this summons for service will return the same to this office within thirty (30) days after its issuance with written report of the manner of service or

reason for failure to service thereon.

WITNESS H. TYLER MAYES, Clerk of said Court at office this

24 day of June 2013.

H. TYLER MAYES CLERK

BY Dwight B. Taylor D.C.

Received this \_\_\_\_\_ day of \_\_\_\_\_ 2010. \_\_\_\_\_ D. SHERIFF.

### RETURN OF SERVICE OF SUMMONS

I hereby certify and return, that on the \_\_\_\_\_ day of \_\_\_\_\_ 2010, I served this summons together with the complaint herein as follows:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_ SHERIFF \_\_\_\_\_ D. SHERIFF

### NOTICE

#### TO THE DEFENDANT:

Tennessee law provides a four thousand dollar (\$4,000.00) personal property exemption from execution or seizure to satisfy a judgment. If a judgment should be entered against you in this action and you wish to claim property as exempt, you must file a written list, under oath, of the items you wish to claim as exempt with the clerk of the court. The list may be filed at any time and may be changed by you thereafter as necessary; however, unless it is filed before the judgment becomes final, it will not be effective as to any execution or garnishment issued prior to the filing of the list. Certain items are automatically exempt by law and do not have to be listed; these include items of necessary wearing apparel (clothing) for yourself and your family and trunks or other receptacles necessary to contain such apparel, family portraits, the family Bible, and school books. Should any of these items be seized you would have the right to recover them. If you do not understand your exemption right or how to exercise it, you may wish to seek the counsel of a lawyer.

IN THE CIRCUIT COURT FOR ANDERSON COUNTY, TENNESSEE

PHYLLIS CONNATSER and  
MIKE CONNATSER,

Plaintiffs,

v.

No.: *B3LA0088*

UT-BATTELLE, LLC, and  
DEBBIE OTTAWAY,

Defendants.

2013 APR 15 P 1:28

FILED

**COMPLAINT**

Come the plaintiffs, Phyllis Connatser and husband Mike Connatser, through counsel and sue the defendants UT-Battelle, LLC ("Battelle") and Debbie Ottaway ("Ottaway"), pursuant to Title VII of the Civil Rights Act of 1964 ("Title VII") and the Americans with Disabilities Act ("ADA"). Plaintiffs would show the Court the following:


1. The plaintiffs are husband and wife and citizens and residents of Blount County, Tennessee.
2. The defendant is a Tennessee Limited Liability Company formed in Tennessee on May 5, 1999. Its agent for service of process is Nicole Porter, General Counsel, 1 Bethel Valley Road, Oak Ridge, Tennessee 37830-8050.
3. Plaintiff Phyllis Connatser was initially employed by Battelle on May 22, 1995, as a Summer Intern Student and later hired as an accountant.
4. Her status as an employee in good standing continued until in 2010 one Debbie Ottaway was made her supervisor. Almost immediately, Mrs. Connatser was singled out due to her country accent and manner of dress. Ms. Ottaway subjected Ms. Connatser derogatory comments and unfair treatment.



5. Plaintiff Phyllis Connatser is disabled within the meaning of the ADA.
6. Plaintiff Phyllis Connatser was terminated from her employment at Battelle on June 14, 2012. The reason given for her termination was insubordination as well as poor performance.
7. Plaintiff Phyllis Connatser pursued her claim of discrimination with the U.S. Equal Employment Opportunity Commission and was given permission to sue the defendants by April 17, 2013.
8. Plaintiffs claim that Phyllis Connatser's termination was discriminatory and in violation of Title VII and the ADA.

Premises considered, plaintiffs demand judgment and damages against the defendants pursuant to and as provided by the provisions of Title VII and the ADA.

PHYLLIS CONNATSER and  
MIKE CONNATSER



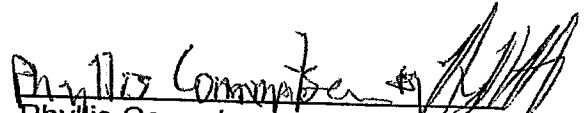
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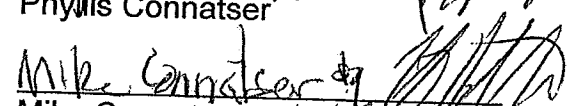
Peter D. Van de Vate, BPR# 13078  
Attorney for Plaintiffs  
P.O. Box 30201  
Knoxville, TN 37930-0201  
865-539-9684

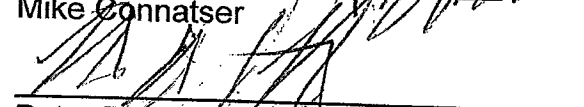
## COST BOND

The undersigned acknowledge themselves as sureties in this cause for all costs and taxes in this cause in accordance with Tennessee Code Annotated Section 20-12-120.

This the 15<sup>th</sup> day of April 2013.

  
Phyllis Connatser

  
Mike Connatser

  
Peter D. Van de Vate

IN THE CIRCUIT FOR ANDERSON COUNTY, TENNESSEE

PHYLLIS CONNATSER and  
MIKE CONNATSER,

Plaintiffs,

v.

UT-BATTELLE, LLC, and  
DEBBIE OTTAWAY,

Defendants.

Docket No.: B3LA0088 ✓

ALIAS SUMMONS

SERVE: **DEBBIE OTTAWAY**  
**1 Bethel Valley Road**  
**Oak Ridge, Tennessee 37830-8050**

TO THE ABOVE NAMED DEFENDANT:

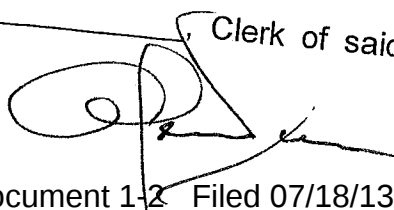
You are hereby summoned and required within thirty (30) days after service of this summons upon you, exclusive of the day of service, to appear and make defense in this Court to the complaint which is herewith served upon you. If you fail to do so, judgment by default will be taken against you for the relief demanded in the complaint. Within that time you are also required to serve a copy of your pleadings upon:

Peter D. Van de Vate, Plaintiff's attorney, whose address is P.O. Box 30201, Knoxville, Tennessee 37930-0201.

The person having this summons for service will return the same to this office within thirty (30) days after its issuance with written report of the manner of service or reason for failure to service thereon.

WITNESS **H. TYLER MAYES**

Clerk of said Court at office this



21 day of June 2013.

H. TYLER MAYES CLERK

BY Debbie D. Taylor D.C.

Received this 21 day of June 2013.

James W. Wadger SHERIFF.  
Process Server

### RETURN OF SERVICE OF SUMMONS

I hereby certify and return, that on the 24 day of June 2013, I served this summons together with the complaint herein as follows:

Served Debbie Ottaway c/o Alan Parker, Attorney, who states he is  
authorized to accept service for Debbie Ottaway, at The East Security Rental  
located on Bethel Valley Rd. Oak Ridge, TN.  
SHERIFF D. SHERIFF

James W. Wadger  
Process Server

### NOTICE

#### TO THE DEFENDANT:

Tennessee law provides a four thousand dollar (\$4,000.00) personal property exemption from execution or seizure to satisfy a judgment. If a judgment should be entered against you in this action and you wish to claim property as exempt, you must file a written list, under oath, of the items you wish to claim as exempt with the clerk of the court. The list may be filed at any time and may be changed by you thereafter as necessary; however, unless it is filed before the judgment becomes final, it will not be effective as to any execution or garnishment issued prior to the filing of the list. Certain items are automatically exempt by law and do not have to be listed; these include items of necessary wearing apparel (clothing) for yourself and your family and trunks or other receptacles necessary to contain such apparel, family portraits, the family Bible, and school books. Should any of these items be seized you would have the right to recover them. If you do not understand your exemption right or how to exercise it, you may wish to seek the counsel of a lawyer.

IN THE CIRCUIT FOR ANDERSON COUNTY, TENNESSEE

PHYLLIS CONNATSER and  
MIKE CONNATSER,

Plaintiffs,

v.

Docket No.: B3LA0088 ✓

UT-BATTELLE, LLC, and  
DEBBIE OTTAWAY,

Defendants.

**ALIAS SUMMONS**

SERVE: UT-Battelle, LLC  
C/O Nicole Porter  
1 Bethel Valley Road  
Oak Ridge, Tennessee 37830-8050

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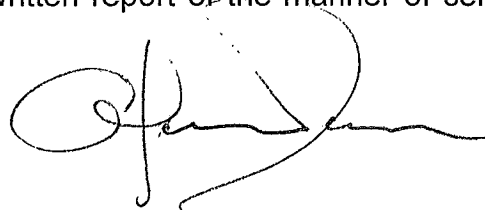
TO THE ABOVE NAMED DEFENDANT:

You are hereby summoned and required within thirty (30) days after service of this summons upon you, exclusive of the day of service, to appear and make defense in this Court to the complaint which is herewith served upon you. If you fail to do so, judgment by default will be taken against you for the relief demanded in the complaint.

Within that time you are also required to serve a copy of your pleadings upon:

Peter D. Van de Vate, Plaintiff's attorney, whose address is P.O. Box 30201, Knoxville, Tennessee 37930-0201.

The person having this summons for service will return the same to this office within thirty (30) days after its issuance with written report of the manner of service or reason for failure to service thereon.



24 day of June 2013.

H. TYLER MAYES CLERK

BY Debbie D. Taylor D.C.

Received this 24 day of June 2013.

James H. Hodge D-SHERIFF.  
Process Server

### RETURN OF SERVICE OF SUMMONS

I hereby certify and return, that on the 24 day of June 2013, I served this summons together with the complaint herein as follows:

UT-Buttelle, LLC c/o Alan Parker, Assistant General Counsel, at the East  
Security Portal located on Bethel Valley Rd., Oak Ridge, TN.

                     SHERIFF                      D-SHERIFF

James H. Hodge  
Process Server  
NOTICE

#### TO THE DEFENDANT:

Tennessee law provides a four thousand dollar (\$4,000.00) personal property exemption from execution or seizure to satisfy a judgment. If a judgment should be entered against you in this action and you wish to claim property as exempt, you must file a written list, under oath, of the items you wish to claim as exempt with the clerk of the court. The list may be filed at any time and may be changed by you thereafter as necessary; however, unless it is filed before the judgment becomes final, it will not be effective as to any execution or garnishment issued prior to the filing of the list. Certain items are automatically exempt by law and do not have to be listed; these include items of necessary wearing apparel (clothing) for yourself and your family and trunks or other receptacles necessary to contain such apparel, family portraits, the family Bible, and school books. Should any of these items be seized you would have the right to recover them. If you do not understand your exemption right or how to exercise it, you may wish to seek the counsel of a lawyer.